



**BOARD of
CONCILIATION and ARBITRATION**

ONE HUNDREDTH
ANNUAL REPORT

JULY 1, 1985 — JUNE 30, 1986

Michael S. Dukakis
Governor

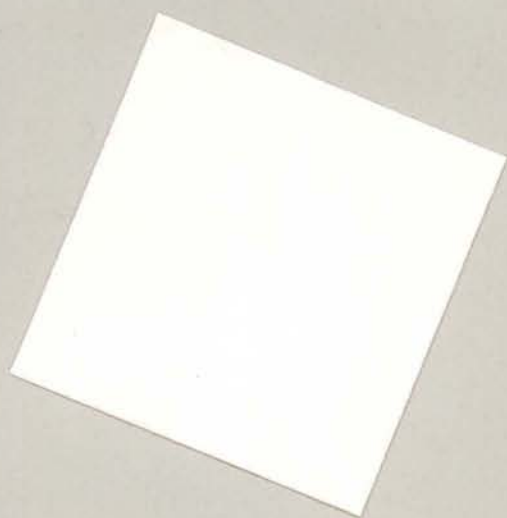
Diane Zaar Cochran
Chairman

THE COMMONWEALTH OF MASSACHUSETTS

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THE COMMONWEALTH OF MASSACHUSETTS
BOARD OF CONCILIATION AND ARBITRATION

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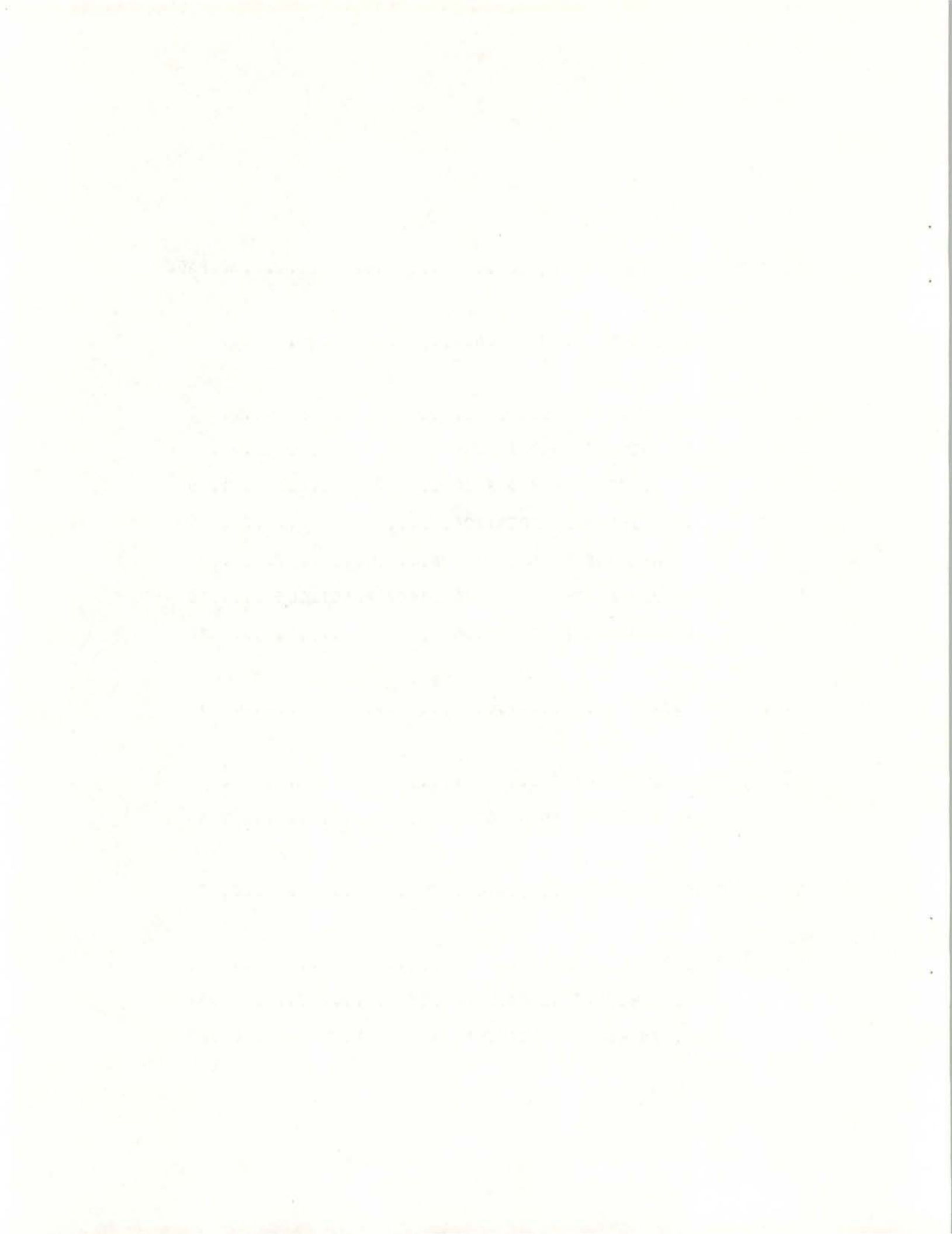
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TABLE OF CONTENTS.....PAGE

I.	THE BOARD AND ITS MISSION.....	1
II.	BOARD SERVICES.....	2
	A. INTEREST MEDIATION.....	2
	B. PREVENTIVE MEDIATION.....	5
	C. GRIEVANCE MEDIATION.....	6
	D. GRIEVANCE ARBITRATION.....	8
	E. MEDIATION OF UNFAIR LABOR PRACTICES.....	10
	F. COMMUNITY EDUCATION.....	10
III.	BOARD STAFF.....	11
IV.	HIGHLIGHTS OF FY86.....	12
	A. STRIKE RESOLUTIONS.....	13
V.	FUTURE DIRECTIONS.....	15
VI.	APPENDICES.....	17
	A. ARBITRATION CASE ANALYSES.....	17
	B. INTEREST MEDIATION CASE ANALYSES.....	22



I. THE BOARD AND ITS MISSION

The Board of Conciliation and Arbitration is entering its second century of service to the Commonwealth. It is an independent, quasi-judicial agency within the Executive Office of Labor, but not subject to its jurisdiction, and is the oldest state labor arbitration agency in the country. The Board's principles of operation are firmly rooted in its mandate as set forth in Chapter 23C of the General Laws, the Board's enabling act:

§ 1. Declaration of Policy

It is hereby declared to be the public policy of this state that the best interests of the people of the state are served by the prevention or prompt settlement of labor disputes; and it shall be the responsibility and objective of the board of conciliation and arbitration to take such steps as will most effectively and expeditiously encourage the parties to a labor dispute to agree on the terms of a settlement or to agree on the method and procedure which shall be used to resolve a dispute.

With the Commonwealth's vision of economic opportunities for all and its all-out assault on the causes of poverty, it becomes vitally important to build on the growing cooperation in the labor relations community. The Board's role in this larger vision focuses on the Commonwealth's goal "to build alliances between and among the business and labor and educational communities."¹ The Board provides several services to this

1. "Massachusetts: Bringing Down The Barriers", State of the State Address of Governor Michael S. Dukakis, January, 1987.

end. Hundreds of labor unions and employers have sought Board assistance during the past year, involving thousands of employees and virtually every political subdivision in the state. These services presently include: (1) interest mediation, mediation of disputes arising out of contract negotiations; (2) preventive mediation, conciliation of potentially disruptive situations; (3) grievance mediation, prehearing conciliation of grievance arbitration cases; (4) grievance arbitration, the final and binding hearing and decision on disputes arising under collective bargaining agreements; (5) unfair labor practice mediation, mediation of cases referred by the Labor Relations Commission; (6) community education, educational outreach through participation in state, regional and national labor relations education programs, Board sponsored programs for labor and management, and speaking before the general public.

II. BOARD SERVICES

A. Interest Mediation

The Board provides professional mediators to assist public and private sector employers and labor unions in resolving disputes arising out of contract negotiations. As part of its duties under M.G.L. c.150E, the Board also maintains a panel of neutrals to provide fact-finding for those few public sector disputes which require a second level of resolution. In addition, the Joint Labor-Management Committee, which oversees collective bargaining and impasses for municipal police and

firefighters, has requested Board mediation of its cases where appropriate.

The Board's interest mediation service is its highest priority program because resolving contract negotiation disputes prevents workplace disruption. Disruptions can easily multiply because disputes involving one group of employees can often have a ripple effect on other groups working for the same employer or even other employers. Because a disruption in the workplace can have substantial economic consequences for the employer, the employees, the union, the local community, and ultimately the Commonwealth, speedy settlement of disputes benefits the economy as a whole.

The service is used extensively by state, county, and municipal governments, health care institutions, schools, and housing and transportation authorities. (See Appendix A) As such, the Board's mediation service constitutes a form of local aid since it is provided at no cost to the parties involved. It is the public policy of the state that the best interests of its residents are served by the prevention or prompt settlement of labor disputes. These interests should not depend on the parties' ability or inability to pay for the help of professional neutrals.

The Board also makes its staff available to work in conjunction with the Federal Mediation and Conciliation Service in the private sector, intervening in disputes which would have a significant effect on the Massachusetts economy. Seven major private sector cases were resolved with Board assistance during the past fiscal year in the manufacturing, utility,

communication, transportation and healthcare industries.

The chart below indicates that of 284 open public sector contractual disputes in FY86, 199 (70%) were resolved by the Board through mediated settlements. Of the remaining 84 FY86 disputes, 60 (71%) were filed in the last two months of the fiscal year. They were resolved near the beginning of FY87, just as 72 FY85 disputes were resolved during early FY86. All of the resolved disputes were settled in mediation, the first level of dispute resolution. The one case in arbitration is an MBTA dispute which proceeded to binding interest arbitration in accordance with the requirements of M.G.L. c.161 § 19d.

PUBLIC SECTOR INTEREST MEDIATION REQUESTS

TOTAL DISPUTES RECEIVED IN FY86.....	205
FY86 SETTLED IN FY86.....	121
SETTLED IN MEDIATION.....	121
FY86 OPEN IN FY87.....	84
(RECEIVED LAST 2 MONTHS OF FY86.....)	60
IN FACT-FINDING.....	16
IN MEDIATION.....	68
FY85 SETTLED IN FY86.....	78
SETTLED IN MEDIATION.....	78
FY85 OPEN IN FY86.....	1
IN ARBITRATION.....	1
TOTAL DISPUTES RESOLVED IN FY86.....	199

The Board's mediation staff is directly responsible for the extraordinarily high rate of mediated settlements in the

Commonwealth, maintaining a decade of labor-management harmony that is unsurpassed in today's labor relations climate.

B. Preventive Mediation

The Board's policy is to encourage parties coming before it to settle their differences voluntarily and informally. Since the parties realize it is to their advantage to avoid damaging cooperative relationships they have worked hard to develop, more and more of them have been taking advantage of the Board's expanding preventive mediation program. They frequently ask mediators to assist in discussions of issues which might cause grievances to arise or which are not resolvable through the grievance procedure.

For example, during FY86 a Board mediator established a preventive mediation procedure at a Holyoke paper and printing company similar to the process initiated last year at a New Bedford area food processing company. Both arrangements have succeeded in cutting the number of formal grievances substantially. At the request of the company or the union, the mediator meets informally with employees who may be unhappy with some aspect of their work. The mediator also meets with company representatives and many times adjustments will be made which eliminate the need for a formal grievance. Even though resolution of the problem may not always be possible, the establishment of lines of communication between employer and employees has proved to be a valuable accomplishment. There were no requests for grievance arbitration from the paper plant at all in FY86, a fact which was entirely attributable to

preventive mediation.

Board mediation is an informal and confidential process (passage of the Board sponsored mediator confidentiality bill, Acts of 1985, c.357, formalized this policy) so parties may freely disclose the essence of their disputes to the mediator. They frequently agree on new procedures or other results tailored to their needs, regardless of whether the dispute could have been successfully referred to arbitration. Through preventive mediation, detrimental precedents are avoided while the practice of effective dispute resolution is encouraged.

C. Grievance Mediation

Grievance mediation is offered to all parties coming to the Board for grievance arbitration, just before the hearing. Also, where records show an above average number of grievance arbitrations in certain bargaining units, the Board offers on-site mediation several weeks before the scheduled hearing. Staff members never serve as both mediator and arbitrator of the same case and the mediator is constrained from discussing the case with the arbitrator or anyone else in the interest of confidentiality.

The Board also mediates grievances for parties who use other forums for arbitration. For instance, some parties' collective bargaining agreements require that arbitrators be chosen from specific panels such as the American Arbitration Association (AAA). Prior to paying for the services of a private arbitrator and risking a loss to one of the parties through a binding decision, Board mediation is requested. This is another facet

of mediation that is growing in popularity, with requests more than doubling between FY85 and FY86. It is widely recognized in the labor relations community that the Board's 86% success rate is the best record in the nation for this type of program.

OUTSIDE GRIEVANCE MEDIATION REQUESTS

FY86 REQUESTS.....	131
SETTLEMENTS.....	113
RATE.....	86%
FY85 REQUESTS.....	61
SETTLEMENTS.....	51
RATE.....	84%

The win/win outcome of the mediation settlement is preferred by parties who are aware of the win/lose aspects of arbitration awards. The process has prevented grievances from accumulating and recurring, and has advanced the practice of mature collective bargaining. The success of the process shows in the settlement rate: during FY86 the Board mediated 175 grievances, 167 or 95% of which were mediated to settlement. FY86 requests for grievance mediation increased by 75% over the requests received in FY85. We believe the demand for this service will continue to multiply as it has for the last two years.

GRIEVANCE MEDIATION REQUESTS

FY86 REQUESTS.....	175
SETTLEMENTS.....	167
RATE.....	95%

FY85 REQUESTS.....	132
SETTLEMENTS.....	96
RATE.....	73%
FY84 REQUESTS.....	79
SETTLEMENTS.....	53
RATE.....	67%

D. Grievance Arbitration

At the request of parties, Board arbitrators conduct quasi-judicial evidentiary hearings and take arguments in disputes involving the interpretation of collective bargaining agreements. The arbitrator then issues a written decision containing an award which is final and binding upon the parties.

The service is utilized by a statewide constituency of management and union labor relations representatives for: hospitals, fish packing and produce companies, municipal departments of public works, police departments, fire departments, manufacturers, counties, trucking firms and school systems, among many others. (See Appendix B) Public sector disputes continue to comprise about half of the grievance arbitration petitions received.

A large percentage of the grievances cited in petitions for Board arbitration were settled before reaching the hearing stage. Disputes may settle without a hearing in several ways: parties may have second thoughts and unilaterally withdraw the petition, parties may meet informally and reach an accord, or parties may meet with a Board mediator and settle the issue in grievance mediation. Since the Board and the parties are

strongly committed to grievance mediation, an increasing number of potential arbitrations are successfully resolved in this manner. (See Part C. Grievance Mediation)

The Board received 135 requests for grievance arbitration in FY86. A total of 141 grievances were resolved; 76 from FY86 and 65 from FY85. Sixty-two percent (87) of this total were resolved through a mediated settlement; 38% (54) by an arbitrator's decision. Of the 59 open FY86 arbitrations, 37% (22) were heard in FY86 with decisions to be written in FY87; 7% (4) had not reached their scheduled hearing date; and 56% (33) were not scheduled for hearing in FY87. Thirty-nine percent of the open FY86 arbitrations were filed during the last two months of FY86.

GRIEVANCE ARBITRATION REQUESTS

TOTAL ARBITRATIONS RECEIVED IN FY86.....	135
PUBLIC SECTOR.....	61
PRIVATE SECTOR.....	74
FY86 ARBITRATIONS RESOLVED IN FY86.....	76
FY86 SETTLED IN FY86.....	61
FY86 DECISIONS IN FY86.....	15
FY85 ARBITRATIONS RESOLVED IN FY86.....	65
FY85 SETTLED IN FY86.....	26
FY85 DECISIONS IN FY86.....	39
FY86 OPEN ARBITRATIONS.....	59
(RECEIVED LAST 2 MONTHS FY86.....)	23)
FY85 OPEN ARBITRATIONS.....	6
TOTAL ARBITRATIONS RESOLVED.....	176

E. Mediation of Unfair Labor Practices

Chapter 351 of the Acts of 1981 amended Section 11 of Chapter 150E of the General Laws, authorizing the Labor Relations Commission to refer certain unfair labor practice cases to the Board for mediation prior to submission to the Commission's decision-making process. The sole case referred to the Board in FY86 was successfully mediated, resulting in the withdrawal of the unfair labor practice charge pending before the Labor Relations Commission.

F. Community Education

The Board is committed to promoting progress and peace in the labor relations community by sharing its available resources. Its staff is active in developing and presenting a number of educational programs designed to educate participants on the advantages of alternative dispute resolution. We aim to train parties in constructing and maintaining strong, positive working relationships.

Chairman Diane Zaar Cochran presented a paper and spoke at the Suffolk University Law School Center for Continuing Professional Development on "Problems and Solutions in Public Sector Labor Law." She conducted a class on Grievance Arbitration at Boston College Law School. The Chairman also spoke at U/Mass-Boston class of graduate students on "The Use of Mediation in the Labor Arena." On behalf of the Association of Labor Relations Agencies (ALRA), she spoke on "Mediating Unfair Labor Practice Charges" at the Florida Public Employee Relations Board and presented "Utilizing Fact Finders As Mediators" at an

Arbitration Day sponsored by the American Arbitration Association (AAA) in Florida.

James Snow, the former Vice Chairman, reported on Board activities to the Boston Bar Association's Public Sector Conference. Michael C. Ryan, the current Vice Chairman, spoke on the topic of "Past Practice" at an Arbitration Day sponsored by the Maine Municipal Association. George Fitzpatrick, a Board mediator, was invited to lecture at Worcester State College on "The Role of the Mediator." He was also an instructor on "Contract Negotiation" in a week long program given by NYNEX Instructional Complex for its personnel.

The entire professional staff took part in the New England Regional Arbitration Conference held in celebration of the Board's 100th anniversary at the U/Mass-Amherst Labor Relations and Research Center. The Chairman was a panel member of "State of the Art in Labor Mediation: Massachusetts Board of Conciliation and Arbitration 100 Years Later." Nancy Peace, a Board Mediator/Arbitrator, presented a workshop on "Absenteeism and Tardiness." All of the staff were available for discussions and questions throughout the conference.

III. BOARD STAFF

In FY86, the Board continued to concentrate on developing and stabilizing its professional staff. Michael C. Ryan, who had been a Mediator/Arbitrator for the Board, became Vice Chairman when James Snow moved on to become Commissioner of Labor and Industries late in FY86. Sarah Garraty, previously

Counsel for the Labor Relations Commission, was hired as a Mediator/Arbitrator.

<u>Chairman:</u>	Diane Zaar Cochran
<u>Vice Chairman:</u>	Michael C. Ryan
<u>Mediator/Arbitrators:</u>	Sarah Garraty Marsha Hunter Elliot Klitzman Nancy Peace
<u>Mediators:</u>	Stevens Day Walter Diehl George Fitzpatrick James Leydon John Mark
<u>Research Assistant:</u>	Marilyn Hilliard
<u>Administrative Assistant:</u>	Lynette Fields

IV. HIGHLIGHTS OF FY86

As part of her strong committment to Board involvement in the labor relations community, Chairman Cochran maintains an active role in several organizations. She was voted Vice President for Mediation/Arbitration of ALRA (an international organization consisting of neutral labor relations agencies in the U.S. and Canada), serves as Secretary of the Boston Chapter of the Industrial Relations Research Association (IRRA), and is a member of the Boston Labor Guild Executive Board.

Walter Diehl, a Board mediator, was honored by the Governor's Pride In Performance Program, receiving a "Citation for Outstanding Performance" for the Labor Secretariat.

A. Strike Resolution Highlights

Marsha Hunter, a Board Mediator/Arbitrator, was assigned to mediate a dispute between the Quincy School Committee and HLPE (representing the Quincy Paraprofessionals) in April of 1985. The major obstacle to settlement of the parties' collective bargaining was their disagreement over the upgrading of all the positions in the unit. After a number of mediation sessions, a fact-finder was assigned by the Board to investigate the parties' inability to reach agreement. The fact-finder issued a report in March of 1986.

The parties were unable to settle the contract based on the fact-finder's recommendations and requested additional mediation from the Board. In the interim, the Union went on strike March 26-27, 1985 and struck again on April 12, 1985. Ms. Hunter stepped up her mediation efforts and the dispute was finally settled on June 13, 1986.

The Boston School Committee and the United Steelworkers of America (representing the Boston school bus drivers) had been without a contract for two months when they requested mediation from the Board. Elliot Klitzman was assigned and an impending strike over the firing without hearings of 14 drivers because of their criminal records was prevented through a mediated agreement resolving those critical disputes.

Sessions to arrive at a collective bargaining agreement continued, at times lasting well into the early morning hours. There was disagreement over three issues; medical and pension benefits, and bus inspections. In January, 1986 the drivers struck for twelve school days over these issues. A temporary

restraining order was issued by Chief Justice Thomas R. Morse of the Suffolk Superior Court. When the drivers failed to return to work, parents of special needs students requested that the union be held in contempt of court. They were joined in this action by the School Committee.

A second Board mediator, Stevens Day, joined the mediation effort. More frequent sessions continued until January 20th when an agreement was reached. However, a month later the drivers still had not signed the contract. The bus firms for whom the drivers worked filed an Unfair Labor Practice charge against the union. Mr. Klitzman once again stepped in to provide mediation which led finally to a signed agreement in June, 1986.

The Tewksbury School Committee and the MTA had been bargaining since December 1984 when they requested Board mediation in July of 1985. Marsha Hunter was assigned to assist the parties. The principal issue was salaries; Tewksbury teachers were among the lowest paid in the Commonwealth. In August 1985 an agreement was reached, but the School Committee withdrew its offer at an October 7th town meeting when it was disclosed the town's budget was some \$2 million over Proposition 2 1/2 limits.

On October 31st, the teachers commenced a strike which lasted three school days. Chairman Cochman entered the mediation sessions when the teachers returned to work. It was agreed that the MTA would receive a 3-year package pending the passage of a debt-exclusion voter referendum scheduled for November 1985. When the the referendum failed, the parties

returned to the bargaining table. Chairman Cochran successfully mediated a new agreement which was overwhelmingly ratified by the teachers in April of 1986.

FUTURE DIRECTIONS

In the Spring of 1987, the Board expects to open its Western Massachusetts office. The office will initially be staffed by two professionals and one clerical employee. The new branch office will be a boon to the labor relations community in that area as employers and unions will have access to services which were not previously available to them because of distance. Accordingly, requests for all the Board's services are expected to increase. The dramatic increase in opportunities to present the full range of these services, particularly grievance mediation and arbitration, will contribute to the growth of labor-management cooperation in the Commonwealth.

Just as exciting is the Board's planned move to larger home offices a few floors up from our current location. The need for larger and additional hearing rooms has shown itself frequently over the past few years, especially during arbitration hearings and critical strike mediations. The increased space afforded by the move will enable us to accomodate our patrons in a professional manner and will certainly improve our productivity, efficiency and appearance.

The Board will continue to broaden its efforts to build the alliances so critical to the economic future of the Commonwealth by further development and expansion of its grievance mediation

program, creation of innovative approaches to community education, advanced computerization of data processing and information retrieval and ceaseless attention to opportunities to provide available training and upgrading of skills to its staff.

EMPLOYER	UNION	DS**
AGAWAM	TEAMSTERS	S
AGAWAM	IAFF	S
ATHOL	MTA	O
AUBURN	TEAMSTERS	D
BOSTON	AFSCME	D
BOSTON	AFSCME	D
BOSTON	AFSCME	O
BOSTON	AFSCME	O
BRAINTREE	UWA	O
BRAINTREE	UWA	O
BRAINTREE	UWA	O
BRAINTREE	UWA	O
C & S SAND & GRAVEL	TEAMSTERS	D
CHARLTON	SEIU	S
CHICOPEE	UFCW	O
CHICOPEE	IBPAT	D
CHILD WORLD	ANPW	S
COCA COLA BOTTLING CO.	TEAMSTERS	S
COLUMBIA MFG. CO.	MAW	S
CONCORD	IAFF	S
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	S
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	S
COUNCIL OF ELDERS	SEIU	D
COUNCIL OF ELDERS	SEIU	S
COUNCIL OF ELDERS	SEIU	S
DANVERS	MTA	O
DIAS FREIGHT SYSTEMS	TEAMSTERS	S
DIGHTON	AFSCME	O
DIGHTON	AFSCME	O
EAST BRIDGEWATER	MTA	O
ESSEX COUNTY	AFSCME	O
ESSEX COUNTY	AFSCME	O
ESSEX COUNTY	AFSCME	O
ESSEX COUNTY	TEAMSTERS	O
FOREST HILLS CEMETERY	OCAW	O
FOSS MANUFACTURING CO.	TEAMSTERS	O
FOSS MFG. CO.	TEAMSTERS	O
FOSS MFG. CO.	TEAMSTERS	S
FOXBOROUGH	MTA	O
FRIONOR KITCHENS	TEAMSTERS	O
FRITO-LAY	TEAMSTERS	O
FRITO-LAY	TEAMSTERS	O
FRITO-LAY	TEAMSTERS	O
FRITO-LAY	TEAMSTERS	O
GEORGETOWN SAND & GRAVEL	TEAMSTERS	S
GSX	TEAMSTERS	D
GSX	TEAMSTERS	S
GSX	TEAMSTERS	S
GSX	TEAMSTERS	O
GSX	TEAMSTERS	O
GSX	TEAMSTERS	O
GSX	TEAMSTERS	S
GSX	TEAMSTERS	D
GSX	TEAMSTERS	O
HATHAWAY MACHINERY CO.	TEAMSTERS	S
HATHAWAY MACHINERY CO.	TEAMSTERS	S
HAVERHILL	SEIU	S

** **DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

EMPLOYER	UNION	DS**
HAVERHILL	TEAMSTERS	S
HAVERHILL	SEIU	S
HAVERHILL	SEIU	O
HAVERHILL	TEAMSTERS	O
HAVERHILL	TEAMSTERS	S
HAVERHILL	TEAMSTERS	O
HAVERHILL	SEIU	S
HAVERHILL	SEIU	D
HAVERHILL	TEAMSTERS	S
HAVERHILL	TEAMSTERS	O
HAVERHILL	SEIU	S
HENRY HEYWOOD MEMORIAL HOSP.	SEIU	S
HERTZ CORP.	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	D
HERTZ CORP.	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	S
HULL	IBPO	O
HULL	IBPO	O
J.W. DOUGLASS CORP.	TEAMSTERS	S
K.R. REZENDES	TEAMSTERS	S
LAWRENCE READY MIXED CONCRETE	TEAMSTERS	S
LAWRENCE	AFSCME	O
LIQUID CARBONIC CORP.	TEAMSTERS	O
LOGAN AIRPORT HILTON	TEAMSTERS	O
M.L. MCDONALD CO.	IBPAT	S
MASS WHOLESALE DRUG CO.	UFCW	S
MASSACHUSETTS	AFSCME	O
MASSACHUSETTS	AFSCME	O
MERRIMACK VALLEY AREA TRANSP.	TEAMSTERS	S
MERRIMACK VALLEY AREA TRANS.	TEAMSTERS	O
METHUEN	MTA	O
MILBURY	MCOP	S
MILBURY	MCOP	S
MORANE LABOR LEASING	TEAMSTERS	O
NATIONAL CAR RENTAL	TEAMSTERS	D
NATIONAL CAR RENTAL	TEAMSTERS	O
NATIONAL CAR RENTAL	TEAMSTERS	S
NEW ENGLAND CRINC	TEAMSTERS	S
NONANTUM LUMBER CO.	TEAMSTERS	S
NORTH ADAMS	IBPO	S
NORTH ADAMS	IBPO	S
NORTH ADAMS	IBPO	S
NORTHAMPTON CENTER	UAW	S
NORTHEAST METROPOLITAN	MTA	O
NORTHEAST METROPOLITAN	MTA.	O
O.R. COTE CO.	TEAMSTERS	O
OLD WORTHEN CAFE	HRWB	O
OLD WORTHEN CAFE	HRWB	D
REVERE	IND	D
REVERE	IND.	O
REVERE	IND	O
ROARKE-ENO PAPER CO.	TEAMSTERS	S
ROHTSTEIN CORP.	BCTWU	S
SAMUEL BLACK CO.	UFCW	S

** **DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

EMPLOYER	UNION	DS**
SEEKONK	AFSCME	O
SPINCRAFT-MASS	TEAMSTERS	O
SPRINGFIELD	IBPO	O
SPRINGFIELD	AFSCME	O
SWANSEA CONCRETE CORP	TEAMSTERS	D
SWANSEA CONCRETE CORP.	TEAMSTERS	S
TEWKSBURY	IBPO	O
TEWKSBURY	IBPO	O
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	D
WALTHAM	MCOP	S
WARE	IND	S
WEBSTER	SEIU	S
WEBSTER	AFSCME	S
WESTPORT	AFSCME	O
WESTPORT	AFSCME	S
WORCESTER	SEIU	O
WORCESTER	SEIU	O
WORCESTER	SEIU	S
WORCESTER	SEIU	O
WORCESTER	SEIU	O
WYETH LABORATORIES	TEAMSTERS	S
=====	=====	=====

** **DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

EMPLOYER	UNION	DS**
ABINGTON	ABINGTON DPW	S
ALDEN CORRUGATED CONTAINER	UPIU	D
AUBURN	TEAMSTERS	D
AUBURN	TEAMSTERS	D
BOSTON	TEAMSTERS	D
BRAINTREE	IBPO	D
BRAINTREE	AFSCME	S
COCA COLA BOTTLING CO.	TEAMSTERS	D
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	D
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	D
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	D
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	D
COUNCIL OF ELDERS	TEAMSTERS	D
CRAY-BURKE CO.	TEAMSTERS	D
DANNON CO.	TEAMSTERS	D
DANVERS	MTA	D
EAST BRIDGEWATER	MTA	D
ESSEX COUNTY	AFSCME	S
ESSEX COUNTY	AFSCME	O
ESSEX COUNTY	AFSCME	D
ESSEX COUNTY	AFSCME	S
ESSEX COUNTY	AFSCME	S
EVERETT	MTA	S
EVERETT	MTA	D
FALL RIVER	AFSCME	D
FALMOUTH	AFSCME	S
FOREST HILLS CEMETERY	OCAW	S
FOREST HILLS CEMETERY	OCAW	S
FOSS MANUFACTURING	TEAMSTERS	D
FRITO-LAY, INC.	TEAMSTERS	S
FRITO-LAY, INC.	TEAMSTERS	S
GLOBE FISH CO.	SEAFOOD WORKERS	S
GLOBE FISH CO.	SEAFOOD WORKERS	S
GLOBE FISH CO.	SEAFOOD WORKERS	S
GREATER LOWELL VOC.TECH.	HRWB	D
HATHAWAY OIL CO.	TEAMSTERS	S
HAVERHILL	TEAMSTERS	S
HAVERHILL	SEIU	S
HAVERHILL	SEIU	O
HAVERHILL	SEIU	S
MASS CRINC	TEAMSTERS	D
MEDFORD	IND	O
MERCHANTS TIRE CO.	TEAMSTERS	D
MERCHANTS TIRE CO.	TEAMSTERS	D
MORANE LABOR LEASING CO.	TEAMSTERS	D
MORANE LABOR LEASING CO.	TEAMSTERS	S
MORANE LABOR LEASING CO.	TEAMSTERS	S
NATIONAL CAR RENTAL SYSTEMS	TEAMSTERS	D
NORTHEAST METROPOLITAN REG.VOC	MTA	S
NORTHEAST METROPOLITAN REG.VOC	MTA	O
ORANGE	IAFF	S
PACKARD PAPER BOX CO.	UPIU	O
PEMBROKE	IBPO	O
PLYMOUTH COUNTY	IBCO	D
PLYMOUTH COUNTY	IBCO	D
PLYMOUTH COUNTY	IBCO	D
REICHHOLD CHEMICALS	OCAW	D

** **DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

EMPLOYER	UNION	DS**
SALEM	TEAMSTERS	O
SCA-GSX	TEAMSTERS	D
SCA-GSX	TEAMSTERS	D
SCA-GSX	TEAMSTERS	D
SERTA OF N. E., INC.	UIU	D
SPENCER	SEIU	S
SPENCER-E.BROOKFIELD	SEIU	S
STANDARD LINEN SERVICE, INC.	LAUNDRY & DRY CLEANING	S
STURBRIDGE SCHOOL COMMITTEE	MTA	D
TECHNICAL IMPEX CORP.	TEAMSTERS	D
TEXTILE SHIELD CO.	DALU	S
UNION LABOR SERVICES	TEAMSTERS	O
W. SPRINGFIELD	IBPO	D
WALES	MTA	S
WALTHAM	MCOP	D
WESTPORT	AFSCME	S
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** **DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

EMPLOYER

UNION

ANALYSIS
BARGUNIT

DS**

ACUSHNET	MTA	TEACHER	S
AMESBURY	AFT	NURSE	S
ATHOL	MTA	TEACHER	O
AVON	AFSCME	PROFESSIONAL	S
AYER	IND	ADMINISTATOR	S
BARNSTABLE	TEAMSTERS	AIRPORT	O
BAY PATH	MTA	ADMINISTRATOR	O
BEDFORD	MTA	CAFETERIA	S
BELLINGHAM	AFSCME	CLERICAL	O
BELLINGHAM	MTA	NURSE	O
BELLINGHAM	AFSCME	HIGHWAY	O
BELLINGHAM	AFSCME	AIDE	O
BELLINGHAM	AFSCME	CUSTODIAN	O
BELMONT	MTA	TEACHER	O
BELMONT	MTA	NURSES	O
BELMONT	SEIU	SECRETARY	S
BERLIN	MTA	TEACHER	S
BEVERLY	MTA	TEACHER	S
BEVERLY	AFSCME	CLERICAL	S
BLACKSTONE	AFSCME	CLERICAL	S
BLUE HILLS	MTA	FACULTY	O
BOARD OF REGENTS	AFSCME	MAINTENANCE	O
BOARD OF REGENTS	MTA	FACULTY	O
BOARD OF REGENTS	MTA	FACULTY	S
BOSTON	LIUNA	MAINTENANCE	S
BOSTON	SEIU	PROFESSIONAL	S
BOSTON	AFSCME	CORRECTION	S
BOSTON	IND.	INSPECTOR	S
BOSTON	IND	SECURITY	S
BOURNE	AFSCME	CAFETERIA	S
BRAINTREE	MTA	TEACHER	O
BRAINTREE	AFSCME	CLERICAL	S
BROOKLINE	MTA	RN	S
BURLINGTON	MTA	NURSE	S
CAMBRIDGE	AFSCME	INSPECTOR	S
CAMBRIDGE	MNA	RN	O
CAMBRIDGE	LIUNA	MAINTENANCE	S
CANTON	MTA	TEACHER	O
CARVER	MTA	TEACHER	S
CENT. BERKSHIRE	MTA	ADMINISTRATOR	S
CENT. BERKSHIRE	AFSCME	CUSTODIAN	S
CHELMSFORD	MTA	ADMINISTRATOR	O
CHELSEA	MTA	ADMINISTRATOR	S
CONCORD-CARLISLE	MTA	DRIVER	O
DANVERS	AFSCME	CAFETERIA	S
DANVERS	AFSCME	CLERICAL	S
DANVERS	AFSCME	MAINTENANCE	S
DANVERS	AFSCME	DPW	S
DANVERS	AFSCME	AIDE	S
DANVERS	AFSCME	LIGHTDEPT	S
DANVERS	MTA	TEACHER	S
DANVERS	AFSCME	CLERICAL	S
DARTMOUTH	MTA	PROFESSIONAL	S
DARTMOUTH	AFSCME	CUSTODIAN	S
DEDHAM	AFSCME	DPW	S

** S--SETTLED, F--SET. BY FF, R--SET. AFTER FF REPORT, O--OPEN **

EMPLOYER	UNION	ANALYSIS BARGUNIT	DS**
DIGHTON	MTA	TEACHER	O
DIGHTON-REHOBOTH	IND	TEACHER	O
DOVER-SHERBORN	MTA	TEACHER	O
DUXBURY	NAGE	CLERICAL	O
EASTON	AFSCME	CLERICAL	O
EASTON	AFSCME	CLERICAL	O
EASTON	AFSCME	CUSTODIAN	O
ESSEX	AFSCME	CLERICAL	S
FALMOUTH	AFSCME	CLERICAL	S
FRAMINGHAM	LIUNA	MAINTENANCE	S
FRAMINGHAM	MTA	FACULTY	S
FRAMINGHAM	HLPE	LIBRARY	S
FRAMINGHAM	MTA	TEACHER	O
FRANKLIN	AFSCME	CLERICAL	O
FREETOWN-LAKEVILLE	MTA	TEACHER	O
FREETOWN-LAKEVILLE	MTA	TEACHER	S
GLOUCESTER	AFSCME	CUSTODIAN	S
GLOUCESTER	MTA	CLERICAL	O
GLOUCESTER	IND	NURSE	S
GLOUCESTER	AFSCME	CLERICAL	S
GRAFTON	SEIU	DISPATCHER	S
GREENFIELD	MTA	TEACHER	S
HADLEY	MTA	TEACHER	O
HANOVER	MTA	PROFESSIONAL	O
HANSON	MTA	AIDE	S
HATFIELD	MTA	TEACHER	O
HAVERHILL	TEAMSTERS	CRAFT	O
HAVERHILL	SEIU	RN	O
HAVERHILL	IND	ADMINISTRATOR	O
HAVERHILL	TEAMSTERS	ENGINEER	O
HAVERHILL	SEIU	CLERICAL	O
HAVERHILL	TEAMSTERS	WASTEPLANT	O
HAVERHILL	SEIU	MAINTENANCE	O
HAVERHILL	TEAMSTERS	WASTEPLANT	O
HINSDALE	UFCW	DPW	O
HOLDEN	MTA	TEACHERS	S
HOLLISTON	MFT	TEACHER	S
HOPKINTON	IND	CUSTODIAN	S
HUDSON	CWA	MAINTENANCE	O
HUNT MEMORIAL	MNA	RN	S
IPSWICH	AFSCME	LIGHTDEPT	O
KING PHILIP	MTA	TEACHER	O
KINGSTON	AFSCME	DRIVER	O
KINGSTON	AFSCME	CLERICAL	O
LEICESTER	SEIU	HIGHWAY	O
LEOMINSTER	MTA	TEACHER	S
LONGMEADOW	MTA	CLERICAL	S
LONGMEADOW	MTA	TEACHERS	S
LONGMEADOW	MTA	ADMINISTRATOR	S
LOWELL	MFT	TEACHER	S
LOWELL	SEIU	ADMINISTRATOR	O
LYNN	AFSCME	WATER	S
MANCHESTER	MTA	TEACHER	S
MANSFIELD	AFSCME	CUSTODIAN	O
MARBLEHEAD	MTA	ADMINISTRATOR	S
MASSPORT	NAGE	PARKING	S
MAYNARD	MTA	TEACHER	O

** S--SETTLED, F--SET. BY FF, R--SET. AFTER FF REPORT, O--OPEN **

EMPLOYER	UNION	BARGUNIT	DS**
MBTA	AFTPE	ENGINEER	S
MEDFORD	AFSCME	TRAFFIC	O
MELROSE	SEIU	CLERICAL	S
METHUEN	MTA	TEACHER	S
METHUEN	MTA	ADMINISTRATOR	S
MIDDLEBOROUGH	MTA	TEACHER	O
MIDDLEBOROUGH	MTA	TEACHER	O
MILBURY	SEIU	CUSTODIANS	S
MILFORD	IND	CLERICAL	S
MILFORD	MTA	TEACHER	S
MILLIS	AFSCME	CUSTODIAN	O
MILLIS	MTA	PROFESSIONAL	O
MOHAWK TRAIL	MTA	TEACHER	S
MONTACHUSETTS REG. DISTRICT	MTA	CUSTODIAN	S
MOUNT GREYLOCK	MTA	PROFESSIONAL	S
N. ATTLEBORO	MLDC	DPW	S
NEEDHAM	MTA	TEACHER	S
NORFOLK	AFSCME	CUSTODIAN	S
NORFOLK	AFSCME	ENGINEER	S
NORFOLK	MTA	TEACHER	O
NORTH ATTLEBORO	AFSCME	CLERICAL	S
NORTON	AFSCME	CLERICAL	O
NORTON	AFSCME	CLERICAL	S
NORWELL	IND	CUSTODIAN	S
NORWOOD	AFSCME	DPW	S
OLD COLONY	TEAMSTERS	TEACHERS	S
OXFORD	MTA	TEACHER	S
PEABODY	AFSCME	CLERICAL	S
PLYMOUTH	AFSCME	CAFETERIA	S
PLYMOUTH	AFSCME	CUSTODIAN	S
PLYMOUTH-CARVER	MTA	CLERICAL	S
PLYMOUTH	AFSCME	HIGHWAYDEPT	S
PLYMOUTH	NAGE	CLERICAL	S
PLYMOUTH	AFSCME	LIBRARY	S
PLYMOUTH	IBCO	CORRECTION	O
QUABOG	MTA	TEACHER	O
QUINCY	HLPE	AIDE	S
QUINCY	AFSCME	CLERICAL	O
QUINCY	IND	SECURITYGUARD	S
QUINCY	MNA	RN	S
QUINCY	IND	TRADE	S
RAYNHAM	MTA	TEACHER	O
READING	MTA	CLERICAL	S
ROCHESTER	MTA	PROFESSIONAL	S
S. BERKSHIRE	MTA	NURSE	S
S. HADLEY	MTA	TEACHER	O
SAUGUS	MTA	TEACHER	S
SCITUATE	SEIU	CLERICAL	O
SCITUATE	HLPE	CLERICAL	O
SCITUATE	MTA	TEACHER	O
SEEKONK	AFSCME	DPW	S
SHEFFIELD	AFSCME	HEALTH	O
SHIRLEY	MTA	TEACHER	S
SHREWSBURY	AFSCME	MAINTENANCE	O
SOMERSET	MTA	TEACHER	O
SOUTHWICK	MTA	TEACHER	S
SOUTHWICK	MTA	ADMINISTRATOR	S

** S--SETTLED, F--SET, BY FF, R--SET. AFTER FF REPORT, O--OPEN **

EMPLOYER	UNION	BARGUNIT	DS**
SPENCER-E.BROOKFIELD	MTA	TEACHER	S
SPRINGFIELD	AFSCME	CLERICAL	O
STONEHAM	IND	CLERICAL	S
STURBRIDGE	MTA	TEACHER	S
SWANSEA	IND	TEACHER	S
TANTASQUA	MTA	CUSTODIAN	S
TEWKSBURY	MTA	TEACHER	S
TEWKSBURY	MTA	AIDE	S
TEWKSBURY	MTA	TEACHER	O
W.SPRINGFIELD	AFSCME	MAINTENANCE	S
WAKEFIELD	AFSCME	CLERICAL	S
WAKEFIELD	AFSCME	CLERICAL	S
WAKEFIELD	AFSCME	DPW	S
WAKEFIELD	IND	ENGINEER	O
WALPOLE	AFSCME	DPW	S
WALPOLE	MTA	AIDE	O
WALPOLE	AFSCME	CLERICAL	S
WEBSTER	AFSCME	CUSTODIAN	O
WELLESLEY	MTA	SECRETARY	S
WELLESLEY	IND	MAINTENANCE	O
WESTBOROUGH	AFSCME	CLERICAL	O
WESTBORO	MTA	TEACHER	O
WESTBOROUGH	AFSCME	CUSTODIAN	S
WESTPORT	IND	TEACHER	S
WESTPORT	AFSCME	CUSTODIAN	S
WESTPORT	AFSCME	DPW	S
WESTPORT	AFSCME	CLERICAL	S
WEYMOUTH	AFSCME	CLERICAL	S
WEYMOUTH	MTA	TUTOR	O
WHITMAN	AFSCME	CAFETERIA	S
WORCESTER	SEIU	PROFESSIONAL	S
WORCESTER	MTA	COUNSELOR	S
WORCESTER	MTA	TEACHER	S
WORCESTER	IND	NURSE	S
WORCESTER	IBCO	CORRECTION	S
WRENTHAM	MTA	TEACHER	S
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** S--SETTLED, F--SET. BY FF, R--SET. AFTER FF REPORT, O--OPEN **

EMPLOYER	1985 INTEREST MEDIATION CASE UNION	ANALYSIS BARGUNIT	DS**
ABINGTON	MTA	TEACHER	S
ADAMS-CHESHIRE	MTA	TEACHER	S
AMESBURY	AFT	TEACHER	S
AMESBURY	AFSCME	CAFETERIA	S
ATTLEBORO	MTA	PROFESSIONAL	S
AVON	MTA	TEACHER	S
BEDFORD	MTA	PROFESSIONAL	S
BEVERLY	MTA	TEACHER	S
BOSTON	SEIU	RN	S
BOSTON	SEIU	DPW	S
BRIDGEWATER-RAYNHAM	MTA	TEACHER	S
BRIMFIELD	MTA	PROFESSIONAL	S
CAMBRIDGE	TEAMSTERS	ADMINISTRATOR	S
CHICOPEE	UFCW	ADMINISTRATOR	S
COHASSET	MTA	TEACHER	S
CONCORD-CARLISLE	MTA	DRIVER	S
DUDLEY-CHARLTON	MTA	PROFESSIONAL	S
DUKES	AFSCME	CORRECTION	S
DUXBURY	AFSCME	DISPATCHER	S
EVERETT	HLPE	LIBRARY	S
FALL RIVER	IND	ADMINISTRATOR	S
FRAMINGHAM	MTA	NURSE	S
GATEWAY	AFSCME	CLERICAL	S
GREENFIELD	IUE	CLERICAL	S
HALE	MNA	RN	S
HAMPDEN	AFSCME	COURTOFFICER	S
HOLBROOK	MTA	TEACHER	S
HULL	AFSCME	SEWER	S
HULL	AFSCME	DPW	S
HULL	AFSCME	PROFESSIONAL	S
LEOMINISTER	AFSCME	CUSTODIAN	S
LEOMINSTER	AFSCME	CUSTODIAN	S
LEOMINSTER	AFSCME	CUSTODIAN	S
LUNENBURG	MTA	TEACHER	S
MANSFIELD	AFSCME	DPW	S
MASHPEE	SEIU	DPW	S
MASHPEE	SEIU	CLERICAL	S
MBTA	IND	SECURITYGUARD	S
MBTA	OPEIU	PROFESSIONAL	S
MBTA	ATU	DRIVERS	O
METHUEN	MTA	TEACHER	S
NORFOLK	NAGE	CORRECTION	S
NORFOLK	AFT	TEACHER	S
NORTH ADAMS	MTA	AIDE	S
NORTHERN BERKSHIRE	MTA	TEACHER	S
PATHFINDER	MTA	TEACHER	S
PEABODY	IND	TRAFFIC	S
PEABODY	AFSCME	CLERICAL	S
PEMBROKE	AFSCME	DPW	S
PITTSFIELD	AFT	CAFETERIA	S
PLYMOUTH	AFSCME	NONPROFESSIONAL	S
PRINCETON	MTA	TEACHER	S
QUABBIN	MTA	TEACHER	S
QUABOAG	SEIU	CAFETERIA	S
QUINCY	MNA	RN	S
QUINCY	HLPE	AIDE	S
QUINCY	HLPE	CAFETERIA	S

** S--SETTLED, F--SET. BY FF, R--SET. AFTER FF REPORT, O--OPEN **

EMPLOYER	1985 INTEREST MEDIATION CASE UNION	ANALYSIS BARGUNIT	DS**
QUINCY	HLPE	CLERICAL	S
QUINCY	HLPE	LIBRARY	S
READING	MTA	TEACHER	S
RICHMOND	MTA	TEACHER	S
ROCKLAND	HLPE	TRAFFIC	S
ROCKPORT	AFSCME	MAINTENANCE	S
SALEM	AFT	TEACHER	S
SOMERVILLE	IND	NONSUPERVISOR	S
SOMERVILLE	IND	SUPERVISOR	S
SOUTH DEERFIELD	MTA	TEACHER	S
SOUTHBRIDGE	MTA	TEACHER	S
SPENCER	SEIU	DPW	S
STOUGHTON	MTA	TEACHER	S
STOUGHTON	MTA	ADMINISTRATOR	S
STOW	MTA	TEACHER	S
WALPOLE	MTA	TEACHER	S
WEST SPRINGFIELD	IND	HOSPITAL	S
WESTFIELD	MTA	NURSE	S
WESTWOOD	NAGE	CLERICAL	S
WOODS HOLE	TEAMSTERS	CLERICAL	S
WORCESTER	MLDC	CUSTODIAN	S
WORCESTER	MLDC	MECHANIC	S
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** S--SETTLED, F--SET. BY FF, R--SET. AFTER FF REPORT, O--OPEN **

